

THE HENLEY FORUM

KNOW | LEARN | ADAPT | INNOVATE

Tuesday 26th November 2019

Agenda

Facing the future

The future is created by actions in the 'here and now'. Today we will be looking ahead, thinking about the trends we are most interested in, and those we are most terrified of. We will consider the value of human being and doing in an increasingly digital workplace.

Join us at The Henley Forum as we face the challenges and opportunities of the future workplace together.

09.30 Registration & networking

10.00 **Welcome and networking**

Exploring today's theme – 'facing the future'

The opportunities and challenges you're facing right now, those that are creeping up on your horizon

Dr Sharon Varney, The Henley Forum

10.30 **What's in it for me? Starting digital transformation the people way**

Digital transformation is not just incremental change. We're asking our people to adopt a whole new way of working. The range of tools and options can be destabilising and confusing. A clear purpose needs to be set in order to embrace the opportunity. This workshop looks at 'why' we need to transform and 'how' it can make a difference at the coal face – a clear understanding of how to apply the tools in a way that solves business problems.

Andrew Pope, Co-owner and collaboration consultant, Innosis

11.45 Networking and refreshment break

12.10 **Reimagining our workplaces: how successful workplaces will look really different**

Claire Hodgson brings the creativity of the arts and culture sector as she invites us to reimagine our workplaces with the question: 'How might we live?' How can we

create organisations that fit in with our lives, so we are able to be the friends, parents, partners and children we want to be? How can we recruit for talent, not geography, and give task-based contracts so that employees chose when and how they work? Does a high trust ethos work in practice? Can we do all of it differently? "Yes we can".

Claire Hodgson, Diverse City & Extraordinary Bodies

13.00 Lunch

14.00 **Designing for human motivation and engagement through gamification**

The science of Gamification is continuously evolving as more techniques to design human behaviour are emerged and understood. To date, around 100 game techniques have been identified by Gamification experts: Badges, Rewards, and Leaderboards are now widely used and commercialised.

In this session, Behnam Bashokooh, Program Manager of Fluor's Project Experiences and Lessons Learned program will introduce the audience to Gamification and various Game Techniques currently identified and walk through a framework to guide the design teams to identify the Desired Actions and brainstorm game techniques to reach them.

Behnam Bashokooh, Program Manager, Fluor Corporation

14.50 Networking and refreshment break

15.10 **Agile Project Ninjas**

Are you ready to show off your ninja skills? During this session you'll get the opportunity to work together with other ninjas in a race against the clock. Agile Project Ninjas is a collaborative, agile board game where you'll work together with 4-5 other ninjas in a scrum team. Your mission is to collect as many Agile points as you can. But that's not all, you'll also be racing against other ninja scrum teams who are trying to complete the same mission. Will your ninja team come out on top? Well that depends on how well you communicate, collaborate and demonstrate leadership in your team. Do you have what it takes to be an Agile Project Ninja?

Tania Vercoelen, Learning Experience Designer, Escapade Learning

16.40 **Henley Forum 2020**

Landing the challenges and insights from the day to inform our Forum 2020 agenda.

Dr Sharon Varney, The Henley Forum

17.00 **Close**

Session Leaders' Biographies

Andrew Pope



Andrew is owner/partner of Consultancy Innosis (with Alister Webb in Australia), and advises large and medium-sized organisations on digital strategy, digital team & community building, innovation programs and how to leverage social collaboration tools for business impact. He also works as a facilitator, moderating two future workplace peer-to-peer groups, one in Oslo and one in Amsterdam.

With Alister, he has also recently published a book, *Designing Collaboration*, aimed at introducing good habits for collaboration into everyday working. This approach has been adopted by many enterprises and even a parliament.

Andrew's approach stems from his role once as innovation manager for technology in a global engineering firm. His brief was to 'make us more innovative'. And that was it. Except that there wasn't any budget. And so there began his approach to working on the behaviours rather than the tools.

Andrew lives near Harrogate where he is passionate about the outdoors, whether through trail running, hiking, photography or just quietly appreciating it with a coffee.

Claire Hodgson



Claire Hodgson is a theatre/dance director and artist. Claire is founder and Chief Executive of Diverse City. In 2012 Diverse City created Breathe an international project between Brazil and Dorset that brought together 64 young disabled people to perform at the opening celebrations of the Olympic sailing events, to an audience of 10,000.

After the Olympics Claire co-created Extraordinary Bodies with Billy Alwen, Cirque Bijou. Claire was a Clore Fellow in 2012 and writes for The Guardian online. She is the former head of Performing Arts at London Metropolitan University and was awarded an MBE in the New Year's Honours list 2016 for services to inclusion in the performing arts.

Together with Jamie Beddard, Claire won the Clore Duffield 50th Anniversary prize, which was used to tour Extraordinary Bodies Weighting across the UK.

Behnam Bashokooh



Behnam is a member of Fluor’s Knowledge Management team and the Program Manager for Fluor’s Project Experiences and Lessons Learned program. He is responsible for developing, monitoring, and continuous performance improvement of the program’s business model as well as running the program across their offices and projects.

Behnam is also Fluor’s Subject Matter Expert for Value Engineering. He develops and conducts value engineering training throughout the company and facilitates value engineering studies for project and corporate teams. Together with Darryl Wing, Fluor’s Director of Knowledge Management, he has undertaken an extensive value engineering study on the organizational design of Knowledge Management organizations.

Tania Vercoelen



Tania is an independent learning consultant with 7 years of experience working in Learning and Development, in a range of industries such as, aviation, legal, banking, oil & gas and pharmaceuticals. Tania has significant experience designing high-quality learning experiences, mainly in the digital space. Her passion is designing learning games and uses her creativity to inspire new ideas. She has a qualification in Graphic Design, which helps her to embed design thinking into her process. Tania is the founder of Escapade Learning, which launched early 2018. She works with people that really want to push the boundaries to design impactful learning experiences that provide results.

Sharon Varney



Dr Sharon Varney is an OD consultant and Director of The Henley Forum at Henley Business School. She works at a strategic level, helping to create more effective organisations, and engages at a very human level supporting people to manage personal change and transition.

Sharon developed her cross-sector learning and change expertise as a senior manager working in large, global organisations. She was Group Head of Learning and Communications for a global engineering and construction company in the offshore oil and gas business. Previously she was Vice President for international learning and development at a US bank.

Sharon now runs her own organisational consulting practice – space for learning - and works with Henley’s Leadership, Organisations and Behaviour faculty.

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